

# DELAWARE

## Department of Labor

<b>ASE Grant Award</b>	\$714,251.37
<b>Target Industries</b>	None identified
<b>Target Occupations</b>	Electrician; plumber; heating, ventilation, and air conditioning (HVAC); carpenter; pipefitter/steamfitter
<b>Registration Entity</b>	Delaware Department of Labor
<b>ASE Goals</b>	315 apprentices, 60 new Registered Apprenticeship Programs (RAPs)

### Key ASE Expansion Strategies

- Explore potential alignment with veterans' transition programs to work with military personnel before they exit the military.
  - Explore continuing education options for sponsors as a means to strengthen programs and an added benefit to becoming a sponsor. Potential topics for additional training and support to sponsors and mentors include what it means to be a mentor, employee retention, diversity in the workplace, women in trades, and military culture. Delaware would seek out partners such as our related technical instruction providers at the vocational-technical schools, intermediaries, and industry and subject matter experts to offer training.
  - Increase diversity of apprentices by working with trusted partner organizations that serve women, veterans, underserved and underemployed individuals, and more; encourage employers to hire a diverse workforce through education and incentives for filling a vacancy with a skilled employee, accomplished by working with existing initiatives through the State's One-Stop system; and soliciting pre-apprenticeship programs and/or services/programs to increase women in the trades.
  - Expand apprenticeship into new occupations, as well as expanding current program enrollment.
  - Convene state apprenticeship partner agencies to bridge the gap and make it easier for industry to set up new RAPs in the state.
  - Expand our role in projects such as Education First Delaware, Veterans Transitions, Registered Apprenticeship for Justice Involved, and Career Pathways. We will use these foundations to join other partnerships and start ones as needed.
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